

## "The Culture Within Us"

## The 2004 ICSEW Conference at the Quinault Beach Resort Ocean Shores, Washington May 17-19, 2004

By **Pat Delaney, Conference Committee Chair**

Imagine yourself on the beach with a bonfire raging and the waves roaring outside the Quinault Beach Resort in Ocean Shores, Washington. This destination resort, nestled between the beautiful Pacific Ocean and a spectacular woodland setting, is the location for the 2004 ICSEW Conference on May 17-19.

The purpose of the 2004 ICSEW Conference is to celebrate "The Culture Within Us" through workshops, art, music, movement, and sto-

rytelling. Culture shapes how people experience their world. Culture is the shared values, traditions, norms, customs, arts, history, folklore, and institutions of a group of people.

As members of our community, we each bring a cultural viewpoint to our world. As women, we offer powerful cultural legacies that dramatically impact our day-to-day perceptions, leadership styles, and productivity.

Workshops and speakers will address cultural awareness, self-assessment, and diversity. The conference will offer nationally-acclaimed

speakers and local heroes who will provide meaningful training in a variety of cultural experiences. We will each be able to give and take significant information to help participants grow in their cultural knowledge and ability to honor diversity.

Our employers will benefit from this training because our knowledge of ourselves and of the value of cultural difference will improve the way we deliver services and improve our communication with others. Registration will begin in December 2003. Stay tuned for more information.

## Update From the Chair

By **Vicki Rummig, ICSEW Chair**

Four months into my term as the ICSEW Chair and the honeymoon isn't over yet! I continue to be excited about the recent accomplishments and future goals of this great committee. As promised in the last *InterAct*, the committee has accomplished two major tasks: adopting bylaw revisions and developing our July 1, 2003-June 30, 2004 Business Plan. You can view our business plan online at <http://icsew.wa.gov/2003busplan.pdf>. The plan includes a copy of the revised bylaws.

One thing the bylaw revisions did was clarify the differences between Governor-appointed committee members and alternates. The Governor appoints members to the committee as representatives of an agency based on a nomination by the agency director. Agencies are allowed one Governor-appointed member per 2000 women employed. This structure allows the committee to act as a truly representative organization, much like the state's legislative houses. The original intent of an alternate was to allow Governor-appointed members to give proxy to another staff of their agency to ensure the agency is represented and counted in all matters where a vote is held.

Recent years have seen an increased

desire by alternates to become more involved in the day-to-day activities of the ICSEW. The bylaw revisions allow any agency-appointed alternate who regularly attends general membership meetings to fully participate in all activities of the ICSEW, including the right to serve on the Executive Board. At the same time clarifying that only Governor-appointed members are eligible to vote unless they give proxy to the alternate. With the bylaw clarification, the ICSEW can fully utilize these eager volunteers in committee work while keeping our representative status as originally intended.

In other news, two subcommittees are working exceptionally hard to provide great opportunities to you this year.

The Education Committee, at the direction of Vicki Meyer (Office of the Insurance Commissioner), has been working tirelessly to bring workshops in locations from Yakima to Olympia with topics such as domestic violence, self-defense, and various self-improvement courses such as "Package a You They Cannot Refuse." Keep your eyes open for announcements of upcoming events. You can also preview upcoming events at our calendar located online at <http://calendar.yahoo.com/waicsew>.

The Conference Committee, lead by Pat Delaney (Department of Labor and Industries), is working equally as hard (if not harder) to prepare a great 2004 ICSEW Conference. The conference will be held this year at the Quinault Beach Resort in Ocean Shores on May 17-19, 2004. I can't really say too much yet as speakers are not yet confirmed, but I am really impressed by the topics and speakers that will be present at this year's conference. Now that you know the dates, the location, and that more specific information on workshops and speakers will be forthcoming, it is a good time to start planning if you are thinking about attending the conference. It is never too early to get preliminary approval from your supervisor and agency. Registration fees are anticipated to be \$199 for 3 days and will include meals from dinner on May 17 through lunch on May 19.

The January update will include information on the ICSEW Web site, archives project, and some exciting information on what the ICSEW will have accomplished toward studying and understanding some aspects of the Human Resources/Civil Service Reform. So, until then...

## 2004 ICSEW

## Conference

## Wants and Needs

The following items are needed for the 2004 ICSEW Conference:

1. Silent Auction items/gift certificates. Please contact Kim Starkey (Department of Information Services) at 360-902-3187 for donation information.

2. Members who would be willing to do research on a woman who changed the world. Please contact Pat Delaney (Department of Labor and Industries) at 360-902-6793 or [deln235@lni.wa.gov](mailto:deln235@lni.wa.gov).

3. Members who do calligraphy or have beautiful handwriting that could help with signage. Please contact Rose Pelegrin (Department of Labor and Industries) at 360-902-5280 or [pele235@lni.wa.gov](mailto:pele235@lni.wa.gov).

## ICSEW Event Information

**November 13, 2003** - "How to Do More, Better, Faster" seminar by Kathy Bote'. Cost is \$99. Seminar held in Lacey, Washington. Contact Vicki Meyer (Department of the Insurance Commissioner) at 360-725-7263 or [vickim@oic.wa.gov](mailto:vickim@oic.wa.gov).

**November 18, 2003** - WorkFirst Clothing Drive. Clothing will be given to DSHS/ESD WorkFirst Program clients. Please contact ICSEW Education Committee representatives Sherri Clarke (360-902-8569), Jan Ward Olmstead (360-923-2803), or Debbie Kettelwood (360-725-2211) for questions. Clothing may be donated at the Labor and Industries auditorium on November 18, 2003 during the ICSEW General Membership meeting or give donations to your agency's ICSEW representative or alternate.

To view upcoming ICSEW events, go to the following link: <http://calendar.yahoo.com/waicsew>.



**2003 - 2004 Executive Board**  
<http://icsew.wa.gov>

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**Take Our Daughters and Sons to Work Day Vacant**

## History of the ICSEW, 1977-1994: A Compilation of Previous Reports

*The History Committee is proud to present the second in a series of articles on the history of the ICSEW. The next article will be printed in the January/February 2004 edition of the InterAct.*

### By Mary Briggs, Membership Committee Chair

In 1977, the Washington State Women's Commission was formed by the legislature as a statutory replacement to the Washington State Women's Council. The Commission was then subject to Referendum 40, whose passage eliminated commission funding. In response to the vote, Governor Ray rescinded the Executive Order for the Women's Council. However, Governor Ray reconstituted the Interagency Committee on the Status of Women (ICSW) and changed its focus to advising the Governor on issues affecting women in state government.

By 1980, the ICSW was made up of 35 women from state agencies and The Evergreen State College. During the 1980s, the ICSW monitored legislation affecting women, provided bibliographies covering historical and modern perspectives of women, and published the School of Hard Knocks Handbook, which showed how to get college credit for experience programs in Washington. The ICSW drafted a brochure, Employment and Mobility

in State Government, for the Department of Personnel; conducted a survey to learn the concerns of women in state government; developed the Career and Life Planning for Administrative Personnel training program; sponsored a brown-bag speakers series; recommended that agencies establish safety and health committees; supported a pilot program for child care services in a state facility; held three statewide educational conferences; monitored the Career Executive Program; and continued to add member agencies.

In June 1982, the ICSW was asked by Governor Spellman to review comparable worth and develop a pilot program that he could introduce to the legislature. Soon after, the unions filed a law suit on comparable worth and the committee decided it was no longer appropriate to pursue that task since it would be decided in court. However, the ICSW continued to monitor the comparable worth issue.

Also in 1982, the ICSW established the RIF (reduction in force) Resource Center. The Center was developed based on a desire to help fellow state employees cope with the trauma of a RIF. There was also a perceived need to gather in one place the information and referral resources that a person would need to deal with job search and other problems that may arise during

or after a RIF.

In 1984, the first Biennial Conference was held in Seattle, Washington. The ICSW Conference expanded from 2 days to 3 days and offered over 40 workshops to over 500 state employees. Over the years, the Biennial Conference is something that state employed women look forward to attending because of the opportunities to broaden both personal and professional skills and to network with their peers. The Conference also provides an opportunity for women to discover mentoring opportunities.

When Governor Gardner reaffirmed his support for the committee by signing an Executive Order on November 7, 1989, he gave a 1990's focus to an effort that began in the 1960s. The committee's name was changed to the Interagency Committee of State Employed Women (ICSEW) and it was expanded to include institutions of higher education and the judicial system as members. Since the committee now represented 54 state agencies, the number of delegates from each agency was limited. Although the ICSEW still did not have a budget, they were granted authority to receive gifts, grants, or endowments.

*Next time: "History of the ICSEW: 1994-2003."*

## Life-Long Learning - Financial Aid for State Employees

### By Diane H. Kahaumia, The Evergreen State College

The absolute best advice for any prospective student is to connect with an admissions counselor at the college or university they wish to attend. This counselor can provide information about the admissions process and can help smooth the way for other processes such as financial aid, scholarships, registration, and advising.

State employees should consult with the human resource services/personnel office at their agency to find out if the agency has a tuition reimbursement program. Some agencies have money available and some agencies do not. The employee may be responsible for paying for the cost of attendance and the agency will reimburse after the student/employee has earned the credit.

Federal and state financial aid pro-

grams are "need-based" programs meaning that the student provides financial information about their earnings and assets to a federal processor. The federal processor identifies how much money the student should contribute toward their education. Financial aid programs were meant to close the gap between what the student can contribute and the cost of attendance.

**Grants** - Gift aids that do not require repayment or employment to receive the aid. They are rewarded on the basis of financial need.

**Employment** - Involves work opportunities on campus and in the community. This is also more commonly known as "work-study money."

**Loans** - Require the borrower to repay the amount borrowed plus any accrued interest. Loans vary from 5

percent to 12 percent and may offer certain deferment options.

The form that many Washington colleges/universities use for financial aid is the Free Application for Federal Student Aid. The paper version of this form is available in late December every year. Completed forms are accepted by the federal processor after January 1 every year. This form is also available over the Internet at [www.fafsa.ed.gov](http://www.fafsa.ed.gov) and students can apply electronically.

Financially-needy students who will be college-level juniors may qualify for the Educational Opportunity Grant administered by the Higher Education Coordinating Board (HECB).

For more information about this grant, contact the HECB at 360-753-7861 or online at [www.hecb.wa.gov/](http://www.hecb.wa.gov/).



## Spotlight Article ICSEW Communications Committee

By **Lonnie Peterson,**  
**Communications Committee Chair**

The ICSEW Communications Committee is responsible for publishing the *InterAct*, a bi-monthly newsletter intended to inform state employees of issues affecting their personal and professional lives such as pay equity, health and wellness, and career opportunities. The committee also oversees the ICSEW Web site and makes sure it is updated regularly with upcoming events and contact information. I have had the opportunity to be a member of this committee and now serve as the committee chair.

Over the last year, the committee has brainstormed, looking at the *InterAct* and the Web site trying to find ways to enhance two already great communication tools. From our brainstorming came the "Women Leaders in State Government" series, which has

been incredibly fortunate to include articles on State Superintendent, Dr. Terry Bergeson, and First Lady, Mona Locke. We also began the "Spotlight Article" series, which showcases each ICSEW committee and highlights the committee's accomplishments and goals for the upcoming year.

The committee has been fortunate to gain two new Web Coordinators, Sheryl Gaskell (Department of Ecology) and Liz Shay (Department of Corrections). They are in the process of updating the Web site, which includes providing each ICSEW committee with a page of their own.

The future goal of the Communications Committee is to continue to provide information to all state employees via the *InterAct* and the Web site. We encourage you to check out our Web site at <http://icsew.wa.gov> and keep reading the *InterAct*.

## What Is the ICSEW and What Can It Do For Me?

By **Mary Briggs,** **Membership  
Committee Chair**

Good question! I received an e-mail recently from a state employee noting that most of the women working in her office had never heard of the ICSEW. She asked, "Is there a procedure for getting the word out?"

The answer to her question is "no." The ICSEW does not have a procedure but we are looking at ways to reach more women by increasing our visibility. By making women aware of our Web site and the *InterAct* newsletter, we can reach more people and provide more information. At a recent general membership meeting each representative was asked to meet with their agency director to discuss ways to share information within their agency.

Currently, approximately 48 agencies are represented on the committee. All state agencies are welcome to participate and each agency defines its level of participation. Agency directors submit the name of their proposed representative to the Governor for approval and appointment to a two-year term. Agencies may also select an alternate. Ideally, the alternate would

transition into the role of representative at the end of two years.

The ICSEW offers many ways to benefit agencies and state employed women. We offer workshops to help women deal with life's important transitions and cope with issues surrounding domestic violence. We make self-defense training and other educational workshops available at a reasonable cost. Our Biennial Conference helps women broaden both personal and professional skills and offers an opportunity to network with peers.

We are focusing our energy on the following issues that were identified as important to today's state employed woman: pay equity, barriers to equity for women, identifying career and leadership opportunities for women, equal access to career opportunities for women, family care, and health and wellness.

Access to this information can be found on our Web site at <http://icsew.wa.gov>. Want to know more? Call me at 360-902-7377 for the name of your agency representative or for information on how your agency can become a member.

## Women Leaders in State Government Mona Locke - the First Lady and the Woman

By **Jeralyn Faulhaber**

*The Governor has announced he will not be running for a third term. How do you feel about that?*

I fully support my husband's decision not to run for a third term. It was very much a family decision based on what would be best for all of us. While we will sorely miss our jobs, our staff, and our lives here, we realize that at some point we need to move forward. It seemed easier to accomplish while Emily and Dylan are both young.

*What will you miss most?*

I will definitely miss the opportunity to meet and be inspired by people across the state. It has been such a wonderful experience over the past 7 years to travel from community to community, supporting people and organizations that work to make this state a better place. It is definitely energizing to see firsthand how much difference even one person can make in his or her community.

*What will you miss least?*

I won't miss the very public lifestyle that accompanies the position of First Lady. It will be nice to have my own set of keys to open the door to my house.

*What are your plans after life in the Governor's Mansion? Will you go back to journalism? Do you have any hobbies that you will take up again?*

I'm not sure exactly what I will do after life in the Governor's Mansion. I love spending time with the kids, volunteering at schools, and being there for them. On the other hand, I may explore going back to TV, as well as other options like teaching college-level journalism...or even working in the private or non-profit sector.

*In what ways do you use your position as First Lady to be an effective leader?*

I believe I have been an effective advocate of early childhood education. It starts in truly believing in your cause. Quite frankly, it was quite a stressful transition period to leave my job, move to Olympia, and have a baby. Emily was a source of strength and inspiration to me. Watching her grow helped me realize how instrumental strong, loving relationships are to a baby. Instead of feeling lost after

leaving one career, I found purpose in helping other parents understand the importance of giving all children a good foundation. I accomplished this through co-chairing



the Governor's Commission on Early Learning with Melinda Gates. After traveling the state for 2 years, talking to parents, early childhood experts, and child care providers about the need of our very youngest citizens; we created the Foundation for Early Learning. I now chair the board of directors of this non-profit organization, which works to make sure every child goes to school ready to succeed.

*In what ways do you use your position as a woman to be an effective leader?*

I've used the position of First Lady to promote the need and value of early learning. I think my message is even stronger because I am also a mother.

*Our state has gone through many challenges in the past few years. How do you help to get our state through tough times?*

I think especially now, during tough times, it is imperative for people to remember each other and reach out to help one another. Volunteerism is critical and we must lead by example.

*Is there anything else you would like to share with our readers?*

I'd like to thank all the members of ICSEW for your dedication to making this state a better place. You all are the reason for our success. It is your hard work and commitment that keeps this state running efficiently. As we gear up to leave the Governor's Mansion next year and resume a more "normal" life, I am saddened at leaving Olympia. But, we are heartened by the fact that we are so proud of you...and know you will be the ones that keep the state running, long after we're gone.

*The ICSEW would like to thank our First Lady for so generously sharing her thoughts, feelings, and insights with us. A special thank you also goes to Dennis Clark for his valuable assistance in helping put this all together.*

## Turn Your Career Goals into Reality

Do you ever feel like your personal and professional goals are too overwhelming to achieve? Motivational speakers recommend changing your perspective:

**Strategy 1: Take control of what you want.**

To begin, you must be willing to take control of your life. To do that, you must zero-in on what you want to achieve and set goals to help you see where you're going.

**Strategy 2: Deal with conflict.**

We often confuse conflict with confrontation. That is because many of us wait too long to address an issue that has been bothering us. Doing so causes emotions to boil over and when we finally do address the issue, we are angry and frustrated. Instead of an open and honest conversation, we get caught up in a heated debate.

Additional keys to handling conflict will include picking your battles wisely, refusing to take everything personally, letting go of grudges, and practicing assertiveness.

**Strategy 3: Have the right attitude.**

Twenty percent of success is aptitude, while eighty percent is attitude. You cannot change negative people, so

be careful about your associations. If you are always around negative people, their negativity may rub off on you.

**Strategy 4: Move forward—even if it's slow.**

Do not procrastinate when it comes to actualizing your dreams. Instead, take small steps forward. You will find out it is easier to make a bigger leap once you get going.

**Strategy 5: Reach beyond your comfort zone.**

Do not be a learning drop out. Be willing to take calculated risks. Volunteer for challenging responsibilities that will teach you something new. Break away from the old way of doing things and look for better ways. Do not be afraid to branch out—even if you are not comfortable at first—and take advantage of new opportunities.

**Strategy 6: Believe you can accomplish your goals.**

Be realistic about what you want to achieve and ensure your goals are attainable. Most importantly, maintain a positive attitude as you work toward realizing your dream.

*--Submitted by Julia Ojard,  
Promotional and Career*

*Opportunities Committee Chair*

## Washington Makes Strides to Reduce Health Disparities Affecting American Indians and Alaska Natives



American Indian and Alaska Native (AI/AN) people have long experienced lower health status and inadequate care when compared with other Americans.

Washington is making strides to reduce these health disparities through statewide collaboration, led by the Department of Health and the American Indian Health Commission. A report released this month highlights accomplishments and reaffirms working relationships between state and tribal governments.

There are 112,006 AI/ANs in Washington, less than 2 percent of the state's population. AI/AN people are more likely to have limited access to health services, high unemployment, and to live in poverty--almost three

times the state average. AI/AN people are dying younger than the general population, mostly of treatable conditions. Average life expectancy from 1999-2001 of AI/ANs in Washington was 74.4 years, 3.9 years less than the statewide white population. More AI/ANs die of stroke, chronic liver disease, and diabetes than the total state population. The AI/AN population has high rates of tuberculosis, meningitis, and sexually transmitted diseases (including HIV/AIDS). Tobacco use among AI/ANs is high - 37 percent compared with 22 percent among all adults in Washington.

The complete AI/AN report is available online at <http://www.aihcwa.org/AIHDP.htm>.

*--SOURCE: September 2003, The Sentinel, Department of Health Employee Newsletter*

## Highlights of Women's Earnings in 2002

The United States Department of Labor's report on women's earnings in 2002 indicates that the picture has improved slightly overall. Median weekly earnings for women who were full-time wage and salary workers were \$530 in 2002 or 78 percent of the \$680 median for their male counterparts. The corresponding ratio was 76 percent in 2001. In 1979, the first year of comparable earnings data, women earned 63 percent as much as men.

*Median Weekly Earnings for Women working full-time compared to their male counterparts:*

2002	78%
2001	76%
1979	63%

To review pertinent statistics and findings, see the 37-page report at <http://www.bls.gov/cps/cpswom2002.pdf>.

## Health Tip

### The Three Rs of Change: Recover, Refocus, Regenerate

**Found at Parlay International, San Francisco, California**

Major work and life changes are common such as promotions, relocations, divorce, parenthood, and numerous other events. Whether these changes are welcome or unwelcome, all can be extremely stressful unless we learn how to adjust to them. Taking the time to recover, refocus, and regenerate following life changes can help us survive and even thrive.

#### Recover

After a life change, you need to regain your sense of balance and routine. Your situation may be, at least for now, stressful, challenging, or unfamiliar. You may have symptoms such as headaches, backaches, or depression. To begin your recovery, it will help to step back from your new situation. Take time just for yourself. Mini breaks like going to the movies can help you get distance and perspective. Exercise and sharing your feelings with others are excellent stress reducers that can help you get back on track.

#### Refocus

If you are able to look at the big picture, you will gain greater peace of mind about the change. You might

realize that your feelings are mixed. For example, if you have been promoted, you might be pleased with the higher salary but uncomfortable about supervising your friends. You may feel sad or angry about having to let go of familiar people and routines. With time, those feelings will change.

#### Regenerate

All change is stressful for your body and your body needs time to heal. Get extra rest, avoid alcohol and cigarettes, and eat properly. Try to increase your circle of support. Connect with new people or reinforce old friendships.

No one can escape change. Accepting the fact that change has taken place is important. When you take steps to recover, refocus, and regenerate, you will find acceptance easier. These steps will help you successfully make the change part of your life.

*--Submitted by Debbie Kettelhut,  
Health and Wellness Committee Chair*

#### Editor's Note

The third article on balancing work and family was not available at press time. The next article will appear in the January/February issue of the *InterAct*.

*The InterAct is published by the Communications Subcommittee of the Interagency Committee of State Employed Women (ICSEW). Photocopying, distributing, or posting of this publication is strongly encouraged. This publication is available in alternate formats. Views stated in re-printed articles are informational and do not necessarily reflect the views of the ICSEW. All persons interested in submitting articles or ideas for this publication should contact their agency's ICSEW representative or:*  
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